

Project Summary for IAL Website

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Project Title:	Understanding and promoting work skill learning among lower-income employees
Project Number:	IAL GA17-03
Year of Approval:	2018
Funding Source:	WDARF
Objectives and intended outcomes of the project:	Identify strategies through which voluntary learning among lower-income workers can be promoted
Project Team	
Principal Investigator:	Marko PITESA
Summary of Project (up to 300 words)	
<p>The current project was designed to better understand barriers to learning among lower-income workers, and to devise policies that can promote learning among this population. In Stage 1, we tested the idea that a lack of material resources in itself makes voluntary learning of new work skills less likely (Studies 1a and 1b). To understand what organisations and societies can do about this problematic effect, we tested three ways in which the effect could be attenuated, each targeting one of the theoretically-identified pathways: 1) <i>Learning Importance Channel</i>, 2) <i>Self-Regulation Channel</i>, 3) <i>Openness Channel</i> (Study 1c). We found that openness to experience is the most potent intervention in attenuating the effect of low income on learning. We implemented the same intervention in the field in Stage 2. The results showed that the intervention is effective in promoting learning in the field, as well as attenuating the problematic effect of low income. Finally, in Stage 3, we found evidence of the generalizability of the findings through a follow-up survey among workers from a range of industries and contexts.</p>	